

Florence Nightingale Foundation 2019 Senior Leader Scholar Presentation

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My Experience of the FNF Scholarship

Experience

- Reinforced the importance of establishing lasting networks
- Stepped out of my comfort zone
- Dared to dream big and see the bigger picture
- Influenced with integrity.

Stand Out Moments

- RADA Training
- Mentorship by Jacqueline Dunkley-Bent Chief Midwifery Officer
- Sponsorship and Allyship from Hilary Garratt, Deputy CNO and deployment to the CNO team

My Improvement Project: Leading and commissioning two system leadership programmes

- Rosalind Franklin Programme (RFP) in collaboration with the Leadership Academy
- Adapted (RFP) to include three contextualised days focussing on System Leadership
- Over sixty nurses have been recruited nationally to the programme



The image shows the cover and introduction page of the Rosalind Franklin Participant Guide. The cover features the NHS Leadership Academy logo, the title 'Rosalind Franklin Participant Guide', and a photograph of a smiling woman in a white uniform. The introduction page has a dark background with white text and a photograph of three people in a meeting.

Rosalind Franklin Programme

Rosalind Franklin Participant Guide

Introduction

The Rosalind Franklin programme is for middle leaders across health and care, applying to those large and complex organisations, departments, services or systems of care.

It aims to help you build better, sustainable, high performing organisations that deliver outstanding care, support and education to the people who use our services.

Professional System Leadership aims to increase the number of people in critical, middle level 'connecting' leadership roles. Those who are leaders of leaders, providing the crucial link between strategic and team levels of leadership – and the impact they have upon the experiences of staff and the people who use health and care services. In response to this and our research findings, the Rosalind Franklin programme has been developed. The programme has been designed to support participants explore what they will need in order to be the outstanding, compassionate, inclusive leaders of health and care in the future.

Alan Neeble,
Head of Programme Design and Practice,
NHS Leadership Academy

“With 2020 being the year of the nurse and midwife, we are delighted to be able to offer our talented nursing and midwifery leaders this fantastic opportunity to progress to the next stage in their careers and to lead, at a system level, implementation of the NHS Long Term Plan priorities that will make such a difference to patients, their families, women and babies, the wider public and our professions.

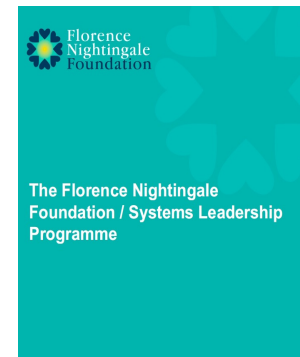
The nursing and midwifery professions encompass such a huge and diverse range of talents and experiences; this must be harnessed and nurtured if we are to meet the challenges and opportunities of the years ahead. This programme has been specifically tailored to support the nursing and midwifery leaders of the future, whose role will be essential to the NHS as a whole.

We urge our future leaders to apply.”

Dr Ruth May,
Chief Nursing Officer for England,
and Professor Jacqueline Dunkley-Bent,
Chief Midwifery Officer,
NHS England and NHS Improvement

Systems Leadership Programme for Clinical Leaders

- Multi-professional (Medical Directors, Allied Health professionals and Directors of Nursing) senior clinical senior leaders programme in conjunction with the FNF
- Twenty Four Leaders some from the same STP will work together to deliver transformation projects



Systems Leadership Programme

The Florence Nightingale Foundation is pleased to announce the Systems Leadership Programme. The Systems Leadership programme for multi-professional senior clinical leaders has been designed on behalf of the Chief Nursing Officer, Medical Director and Chief Allied Health Professional Officer in partnership with Florence Nightingale Foundation (FNF), the Kings Fund, Windsor Leadership and Eden and Partners.

It's an advanced Director level programme that exposes professionals to deeper system thinking and immersive personal leadership development. It also includes a significant amount of policy and political exposure. Ideally trios (Director of Nursing, Medical directors, deputy directors and most Senior Allied Health Professionals) from each system should attend this development opportunity together, but individual clinical leaders will be able to apply for the programme as well. The cost for this will be approximately £5,500 per person and will need to be met from the development monies already given to the local systems. The cost is subject change depending on the number of participants on the programme.

This is a unique development opportunity that offers experiences of practical political exposure, contact with national leaders and advanced systems thinking. This leadership offer complements the other development programmes aimed at professionals who occupy different leadership roles in our local systems, this one being aimed at our most senior clinical leaders.

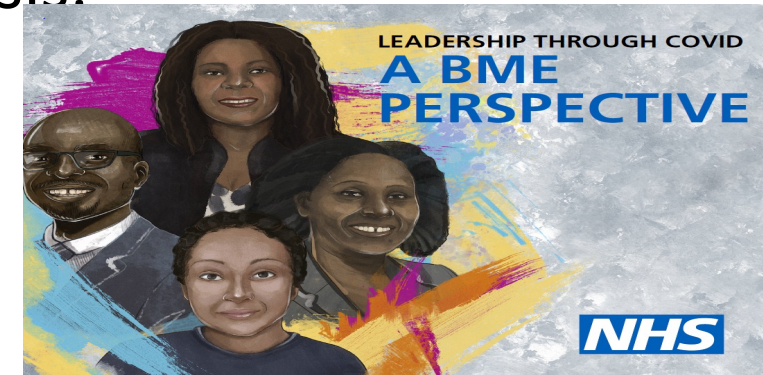
Eligible Candidates:
Directors of Nursing, Medical Directors, deputy directors and Senior Allied Health Professionals

The programme will:

- Create a development space to support Directors of Nursing, Medical Directors, deputy directors and Senior Allied Health Professionals in taking up system leadership roles in the emerging whole system environment.
- Introduce participants to concepts, tools and practices that underpin system leadership
- Facilitate conversations about the role of Doctor, Nurse, Midwife and Allied Health Professionals Leaders in system change initiatives and learn more about the systemic issues which impact on the way Nurse & Midwife Leaders take up their roles in cross system work
- Build confidence and capability with system leadership practices and develop new ways of working that take account of the complexities of current leadership demands for Doctors, Nurses, Midwives Allied Health Professionals in England
- Create opportunities through a peer-to-peer learning environment to explore and discover personal leadership styles
- Facilitate learning that challenges leaders to think about health and care leadership in a less conventional way
- Provide relevance to the ongoing changes and challenges facing leaders in health care today

Impact

- Worked in partnership with the Florence Nightingale Foundation and other internal and external stakeholders to develop a tailored offer for BME aspiring Directors of Nursing and Midwives (ADON/M) during the pandemic
- Approx. twenty individuals offered the opportunity to attend BME ADON/M programme - ten accessed programme consistently and during the nine months six have obtained promotions
- programme supported the cohort's exceptional leadership responsibilities, enabling continued support to guide their patients, staff and service during and after the COVID 19 crisis.
- BME ADON/M leadership journey has been captured through story telling and film



Message to my Sponsor

- Indebted
- Immense journey
- Leading as a senior nurse through COVID
- Self actualisation
- Passing on the baton

